

ROLE DESCRIPTION:



LEGAL COUNSEL - EXPANSION

WHAT YOU DO

&

HOW YOU DO IT

The Legal Counsel is responsible for transactional risk management and contractual management for the expansion projects assigned to her/him with the objective of safeguarding the organization's interests while carrying forward the department's goals and targets. The Legal Counsel shall work cross-functionally with the other teams of Expansion and closely cooperate with the Global Legal Team in Stockholm.

By acting in line with our values and our leadership expectations and being a role model, you contribute to H&M's business success.

No matter what your role may be at H&M – **WHAT** you do is as important as **HOW** you do it.

The **WHAT** in this role description is about your responsibilities, while the **HOW** is about living our values and using your competences to carry them out.



ROLE DESCRIPTION:
LEGAL COUNSEL-
EXPANSION



WHAT YOU DO

Your responsibilities

RISK MANAGEMENT	• Ensure due diligence of projects. • To act as gatekeeper to the company's interests by safeguarding it through robust legal mechanisms – whether transactional structuring, clearances from authorities or financial mitigation etc. • To deal with various statutory, regulatory, government and judicial authorities for seeking approvals to mitigate risks.
CONTRACT MANAGEMENT	• To carry out negotiation and finalization of contracts, liaising continually with commercial and legal representatives of counterparts; • Cooperating with global team for contractual documentation approval process • Stamp duty and registration of contracts • Contract administration through proper systems, processes and controls.
TRANSACTIONAL MONITORING	• Oversee legal defense actions; prevention and management of litigations • Filing of notice of breach, tracking notifications etc. • Continued cooperation with other teams, especially expansion teams and legal compliance team for ongoing requirements relating to the project.
REGULATORY	• To keep the organization updated and in line with relevant regulatory developments. • Meeting and implementing internal benchmarks for Code of Ethics as well as external benchmarks as expected of the company's FDI entity status.

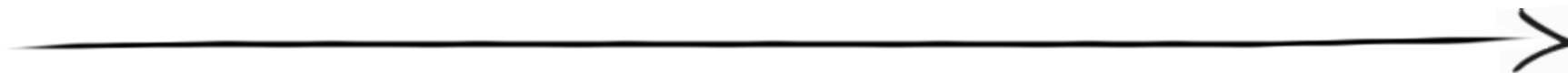


Your **WHAT** combined with your **HOW** = Your contribution to H&M's business success!

ROLE DESCRIPTION: HOW YOU DO IT

LEGAL COUNSEL- EXPANSION

Our Values <i>The spirit that defines our culture and reflects the heart and soul of H&M</i>	Values in action <i>Our values described as behaviours – shared by all H&M colleagues regardless of role</i>	Leadership in action <i>Our Global Leadership Expectations – behaviours shared by all leaders at H&M Group</i>
• We are one team • We believe in people • Entrepreneurial spirit • Constant improvement • Cost conscious • Straight forward and open minded • Keep it simple 	TEAM PLAYER • Being open minded • Communicating clearly • Enjoying teamwork • Being flexible RESULT DRIVEN • Working towards goals • Trying new things • Improving efficiency • Developing yourself BUSINESS MINDED • Focusing on customer value • Taking responsible decisions • Seeking opportunities • Seeing the bigger picture	• You act with trust and integrity • You lead by example • You lead with vision • You drive goals forward • You build your team • You communicate in an inspiring way • You develop others • You develop yourself



OUR VALUES are the starting point for how we act. They form a red thread throughout the competences needed in your role.

ROLE DESCRIPTION: CONTRIBUTION MATRIX

WHAT YOU DO & HOW YOU DO IT

Exceptional	Always delivers beyond expectations (+++)	Is a true role model that engages others in our Values (+++)
High	Delivers on expectations and sometimes goes beyond (++)	Acts in line with our Values (++)
In progress	Most often delivers on expectations (+)	Most often acts in line with our Values (+)
Under	Rarely delivers on expectations (-)	Does not act in line with our Values (-)

*The Contribution Matrix is used in the annual Dialogue to support your development. We always assess both dimensions of performance: **WHAT** you do is as important as **HOW** you do it!*